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SENATE

{ REPORT  
No. 91-582

## FEDERAL PAY LEGISLATION

DECEMBER 8, 1969.—Ordered to be printed

Mr. McGEE, from the Committee on Post Office and Civil Service,  
submitted the following

### REPORT

[To accompany H.R. 13000]

The Committee on Post Office and Civil Service, to which was referred the bill (H.R. 1300) to implement the Federal employee pay comparability system, to establish a Federal Employee Salary Commission, and a Board of Arbitration, and for other purposes, having considered the reports favorably thereon with amendments and recommends that the bill as amended do pass.

#### THE PAY SITUATION FOR FEDERAL EMPLOYEES

In 1962, Congress enacted the Federal Salary Reform Act, establishing the principle that Federal salaries shall annually be adjusted to conform to pay rates for similar levels of responsibility and job characteristics found in private enterprise. This principle was a significant departure from the policy which had governed Federal salary changes for many years. It was based on the theory that to recruit and retain the best people available in the labor market, the Federal Government must pay comparable salaries and provide comparable fringe benefit programs with private industry.

Each year the Bureau of Labor Statistics conducts a survey between May and September to determine what salaries are being paid in the private sector of the economy. After the survey has been completed, the Civil Service Commission, or such other agency as the President may direct, evaluates the data gathered and reports to the President on what comparability rates should be paid Federal employees. The President subsequently reports to the Congress his recommendations for pay adjustments. In each year since the 1962 act, through 1967, the recommendations of the President were in the form of proposed legislation. In 1967, the Federal Employees Salary Act authorized the President to make pay adjustments by Executive order to close the gap

between Federal and private enterprise pay rates. In July 1968 and July 1969, this was done, and currently Federal pay rates are as nearly comparable to those in private enterprise as the present pay-adjustment procedure permits. An exception exists above GS-15, where comparability is not sought. However, the Federal pay schedules in effect today are based on a survey directly related to private enterprise pay as of June 1968—18 months ago. The July 1969 adjustment made by the President under Executive Order 11474 increased Federal salaries by an average of 9.1 percent for the general schedule and 4.7 percent for the postal field service schedule. This increase finally brought about pay comparability first promised in Public Law 87-793.

The Bureau of Labor Statistics' survey of private enterprise salaries for 1969, recently completed, indicates that salaries in the private sector of the economy between June 1968 and June 1969, have risen an average of 5.8 percent. During the same period of time, the Consumer Price Index rose 7.4 percent from June 1968 to October, 1969, also the most recent data available. Thus, even in the private sector of the economy, inflation has adversely affected the purchasing power of employees; but it has had an even greater impact upon the purchasing power of Federal employees, whose salaries are a year-and-a-half behind the times.

#### THE TIME LAG PROBLEM

Ever since the enactment of the 1962 statute, there has been a significant elapse of time between the Bureau of Labor Statistics' comparability survey and the effective date of new salary rates based on that survey. In 1964 and 1967, the committee made pay adjustments retroactive by 2 months; but retroactive pay is not always appropriate and does not, in any event, resolve the basic time lag problem. The President's recommendations for pay adjustments in 1970, for instance, will under existing law require the enactment of legislation in order to become effective. Assuming that a new statute is enacted making his recommendations effective July 1, 1970, the rates of pay would be exactly 12 months out of date.

It does take time to gather and evaluate statistical data on pay comparability, but it is unfair to Federal employees to penalize them by this delay and it certainly does not fulfill the policy of comparability. So long as prices and wages remained relatively stable, the impact of the time lag was not as significant as it has become in the past 2 years. But in the current economic situation, with wholesale and retail prices increasing at annual rates far in excess of anything approaching stability, the time lag has an extremely adverse effect. This is particularly evident in the case of employees in the lower levels of pay. Purchasing power for the letter carrier, the postal clerk, or the rank-and-file civil service employee declines with every Price Index Report. In addition, recent changes in the Civil Service Retirement Act made by Public Law 91-93, and recent increases in the cost of almost all hospitalization and medical insurance plans carried by Federal employees will further reduce take-home pay as of January 1, 1970. On that day the deduction from the gross annual pay of all employees for civil service retirement will be increased by one-half of 1 percent and the hospital insurance premium for the most popular plan will go up from \$316.16 to \$353.34 a year.

The average postal employee (letter carrier or clerk) is in PFS-5, step 4, paid a basic annual salary of \$6,794. His biweekly paycheck is \$261.60. If he is married, has two children, and participates in retirement and the most popular insurance plan available to him, his take-home pay is \$206.61 every 2 weeks. Because of increase deductions in insurance and retirement, his biweekly take-home pay in January will drop to \$203.36. At the same time, the purchasing power of his dollar will have continued to decline based on current Consumer Price Index indications.

The committee believes that Federal employees should not suffer another decrease in their take-home pay as a result of changes in deductions at a time when costs continue to increase. The effect of the bill recommended in H.R. 13000 as amended by the committee would be to prevent the drop in take-home pay just described, and instead provide that the same letter carrier or postal clerk have a take-home check that will permit him a barely discernible increase in buying power—certainly justified on the basis of comparability with private enterprise and the rising costs of living.

The committee recommendation will mean that the average clerk or carrier will have a take-home pay of \$211.26 every 2 weeks rather than \$203.36, the result of the January deduction increases if no pay increase is enacted. The result is a salary boost of \$7.90 every 2 weeks, or just under 10 cents an hour.

#### THE COMMITTEE RECOMMENDATION

The committee recommends that Federal employees in all executive agencies, up through GS-15 or its equivalent, receive a pay increase effective January 1, 1970, by a decreasing percentage, beginning with 4 percent for employees in pay grades the initial rate of which is now less than \$10,000; 3 percent for employees in grades between \$10,000 and \$15,000; 2 percent for employees in grades between \$15,000 and \$20,000; and 1 percent for employees in grade GS-15 and its equivalent in other pay systems. The committee recommends that there be no pay increase for employees above GS-15 or its equivalent in other systems; and that there be no pay increase for employees of the Congress, most of whose salaries can be adjusted by administrative action.

The committee has taken into account the very stringent necessity for fiscal responsibility at the present time. The efforts of the present administration to control inflation include the very strong suggestion that Federal salaries remain at their present levels. Recognizing the necessity for prudence, the Committee has eliminated provisions of the bill, as referred from the House of Representatives, for any pay adjustment other than a "bare bones" minimum adjustment for employees who are most seriously affected by inflation. The House recommendation for a permanent commission on salary adjustments has been deleted, and no changes in existing law relating to pay other than the statutory schedules are included. The corrections of other pay inequities will be deferred for later consideration. The necessity for establishing an independent commission to consider pay adjustments, with provisions for binding settlement if agreement cannot be reached, will also be considered at a later date.

### JULY 1970 INCREASE

In order to avoid the necessity of enacting another pay bill in 1970, the committee recommends an extension of the authority given the President in the 1967 salary legislation to make pay increases on the basis of the 1969 comparability, effective July 1, 1970. To insure that employees play a fair role in evaluating the comparability system data, the committee recommends that union representatives be permitted to participate in the evaluation of such data by the Civil Service Commission or whatever other agency the President, under law, may direct to evaluate comparability data. The Commission is directed to consult and give full and fair consideration to the suggestions and recommendations of these employee representatives, and to provide adequate means for these representatives to express differing viewpoints in the report on comparability.

The committee believes that it cannot do more than it has done to strike a fair and completely justifiable balance between the needs of our employees and necessity to hold Federal spending to a reasonable, noninflationary level.

### PUBLIC HEARINGS

The committee has held 3 days of public hearings on H.R. 13000 and related legislation on September 22, October 1, and October 2, 1969.

### COST

The committee estimates that the enactment of H.R. 13000 as amended by the committee will cost approximately \$360 million in fiscal year 1970 for all civilian employees covered by the legislation. Beginning in fiscal year 1971, the annual cost is estimated at approximately \$720 million. The civilian payroll of the Federal Government at the present time is approximately \$21.5 billion a year, excluding blue-collar employees whose salaries are not adjusted by the Congress.

### CHANGES IN EXISTING LAW

In compliance with subsection 4 of rule XXIX of the Standing Rules of the Senate, changes in existing law made by the bill as reported are shown as follows (existing law in which no change is proposed is shown in roman; existing law proposed to be omitted is enclosed in black brackets; new matter is shown in italic):

### I. Title 5, United States Code

\* \* \* \* \*

### CHAPTER 53

### SUBCHAPTER 1—PAY COMPARABILITY SYSTEM

#### § 5301. Policy

It is the policy of Congress that Federal pay fixing be based on the principles that—

- (1) there be equal pay for substantially equal work, and pay distinctions be maintained in keeping with work and performance distinctions; and

(2) Federal pay rates be comparable with private enterprise pay rates for the same levels of work. Pay levels for the several Federal statutory pay systems shall be inter-related, and pay levels shall be set and adjusted in accordance with these principles.

**§ 5302. Annual reports on pay comparability**

In order to carry out the policy stated by section 5301 of this title, the President shall—

(1) direct such agency as he considers appropriate, to prepare and submit to him annually a report which compares the rates of pay fixed by statute for employees with the rates of pay paid for the same levels of work in private enterprise as determined on the basis of appropriate annual surveys conducted by the Bureau of Labor Statistics; [and]

[(2) after seeking the views of such employee organizations as he considers appropriate and in such manner as he may provide, report annually to Congress—

(A) this comparison of Federal and private enterprise pay rates; and

(B) such recommendations for revision of statutory pay schedules, pay structures, and pay policy, as he considers advisable.]

(2) appoint 4 representatives of organizations of employees of the Government of the United States, including 2 representatives of organizations of employees in the postal field service of the Post Office Department, to participate directly in all phases of evaluating data relating to pay comparability, and in the preparation and presentation of the report to the President; and

(3) present each year to the Congress a report on the comparison of Federal pay to private enterprise pay, and shall include in his report his recommendations for changes in the rates of pay or changes in salary structure, alignment, or other characteristics of Federal pay as he deems to be in compliance with the provisions of section 5301 of this title.

\* \* \* \* \*

**SUBCHAPTER III—GENERAL SCHEDULE PAY RATES**

**§ 5331. Definitions; application**

(a) For the purpose of this subchapter, “agency”, “employee”, “position”, “class”, and “grade” have the meanings given them by section 5102 of this title.

(b) This subchapter applies to employees and positions to which chapter 51 of this title applies.

**§ 5332. The General Schedule**

(a) The General Schedule, the symbol for which is “GS”, is the basic pay schedule for positions to which this subchapter applies. Each employee to whom this subchapter applies is entitled to basic pay in accordance with the General Schedule.

## GENERAL SCHEDULE

Grade	Annual rates and steps									
	1	2	3	4	5	6	7	8	9	10
GS-1	\$3,889	\$4,019	\$4,149	\$4,279	\$4,408	\$4,538	\$4,668	\$4,798	\$4,928	\$5,057
GS-2	4,360	4,505	4,650	4,795	4,940	5,085	5,230	5,375	5,520	5,665
GS-3	4,917	5,081	5,245	5,409	5,573	5,737	5,901	6,065	6,229	6,393
GS-4	5,552	5,708	5,860	6,014	6,168	6,322	6,476	6,630	6,784	6,938
GS-5	6,176	6,382	6,588	6,794	7,000	7,206	7,412	7,618	7,824	8,030
GS-6	6,882	7,111	7,340	7,569	7,798	8,027	8,256	8,485	8,714	8,943
GS-7	7,629	7,894	8,149	8,404	8,659	8,914	9,169	9,424	9,679	9,934
GS-8	8,449	8,731	9,013	9,295	9,577	9,859	10,141	10,423	10,705	10,987
GS-9	9,320	9,631	9,942	10,253	10,564	10,875	11,186	11,497	11,808	12,119
GS-10	10,252	10,604	10,956	11,308	11,660	12,012	12,364	12,716	13,068	13,420
GS-11	11,253	11,607	11,961	12,315	12,669	13,023	13,377	13,731	14,085	14,439
GS-12	12,320	12,687	13,054	13,421	13,788	14,155	14,522	14,889	15,256	15,623
GS-13	13,461	13,840	14,219	14,598	14,977	15,356	15,735	16,114	16,493	16,872
GS-14	14,676	15,068	15,460	15,852	16,244	16,636	17,028	17,420	17,812	18,204
GS-15	15,965	16,370	16,775	17,180	17,585	17,990	18,395	18,800	19,205	19,610
GS-16	17,338	17,756	18,174	18,592	19,010	19,428	19,846	20,264	20,682	21,099
GS-17	18,795	19,226	19,657	20,088	20,519	20,950	21,381	21,812	22,243	22,674
GS-18	20,338	20,783	21,228	21,673	22,118	22,563	23,008	23,453	23,898	24,343

Grade	Annual rates and steps									
	1	2	3	4	5	6	7	8	9	10
GS-1	\$4,015	\$4,180	\$4,345	\$4,510	\$4,675	\$4,840	\$5,005	\$5,170	\$5,335	\$5,500
GS-2	4,594	4,785	4,976	5,167	5,358	5,549	5,740	5,931	6,122	6,313
GS-3	5,173	5,386	5,599	5,812	6,025	6,238	6,451	6,664	6,877	7,090
GS-4	5,752	5,986	6,220	6,454	6,688	6,922	7,156	7,390	7,624	7,858
GS-5	6,331	6,586	6,841	7,096	7,351	7,606	7,861	8,116	8,371	8,626
GS-6	6,910	7,186	7,462	7,738	8,014	8,290	8,566	8,842	9,118	9,394
GS-7	7,489	7,786	8,083	8,380	8,677	8,974	9,271	9,568	9,865	10,162
GS-8	8,068	8,386	8,704	9,022	9,340	9,658	9,976	10,294	10,612	10,930
GS-9	8,647	8,986	9,325	9,664	10,003	10,342	10,681	11,020	11,359	11,698
GS-10	9,226	9,586	9,946	10,306	10,666	11,026	11,386	11,746	12,106	12,466
GS-11	9,805	10,186	10,567	10,948	11,329	11,710	12,091	12,472	12,853	13,234
GS-12	10,384	10,786	11,187	11,588	11,989	12,390	12,791	13,192	13,593	13,994
GS-13	10,963	11,386	11,809	12,232	12,655	13,078	13,501	13,924	14,347	14,770
GS-14	11,542	11,986	12,430	12,874	13,318	13,762	14,206	14,650	15,094	15,538
GS-15	12,121	12,586	13,051	13,516	13,981	14,446	14,911	15,376	15,841	16,306
GS-16	12,700	13,186	13,672	14,158	14,644	15,130	15,616	16,102	16,588	17,074
GS-17	13,279	13,786	14,293	14,800	15,307	15,814	16,321	16,828	17,335	17,842
GS-18	13,858	14,386	14,914	15,442	15,970	16,498	17,026	17,554	18,082	18,610

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## II. Title 38, United States Code

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## § 4107. Grades and pay scales

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## Section 4103 Schedule

Assistant Chief Medical Director, \$33,495.

Medical Director, \$28,976 minimum to \$32,840 maximum.

Director of Nursing Service, \$21,589 minimum to \$28,069 maximum.

Director of Chaplain Service, \$21,589 minimum to \$28,069 maximum.

Chief Pharmacist, \$21,589 minimum to \$28,069 maximum.

Chief Dietitian, \$21,589 minimum to \$28,069 maximum.

*Physician and Dentist Schedule*

Director grade, \$25,044 minimum to \$31,724 maximum.  
Executive grade, \$23,273 minimum to \$30,257 maximum.  
Chief grade, \$21,589 minimum to \$28,069 maximum.  
Senior grade, \$18,531 minimum to \$24,093 maximum.  
Intermediate grade, \$15,812 minimum to \$20,555 maximum.  
Full grade, \$13,389 minimum to \$17,403 maximum.  
Associate grade, \$11,233 minimum to \$14,599 maximum.

*Nurse Schedule*

Assistant Director grade, \$18,531 minimum to \$24,093 maximum.  
Chief grade, \$15,812 minimum to \$20,555 maximum.  
Senior grade, \$13,389 minimum to \$17,403 maximum.  
Intermediate grade, \$11,233 minimum to \$14,599 maximum.  
Full grade, \$9,320 minimum to \$12,119 maximum.  
Associate grade, \$8,037 minimum to \$10,449 maximum.  
Junior grade, \$6,882 minimum to \$8,943 maximum.

*Section 4103 Schedule*

Assistant Chief Medical Director, \$33,495.  
Medical Director, \$28,976 minimum to \$32,840 maximum.  
Director of Nursing Service, \$21,805 minimum to \$28,348 maximum.  
Director of Chaplain Service, \$21,805 minimum to \$28,348 maximum.  
Chief Pharmacist, \$21,805 minimum to \$28,348 maximum.  
Chief Dietitian, \$21,805 minimum to \$28,348 maximum.

(b)(1) The grades and per annum full-pay ranges for positions provided in paragraph (1) of section 4104 of this title shall be as follows:

*Physician and Dentist Schedule*

Director grade, \$25,044 minimum to \$31,724 maximum.  
Executive grade, \$23,273 minimum to \$30,257 maximum.  
Chief grade, \$21,805 minimum to \$28,348 maximum.  
Senior grade, \$18,903 minimum to \$24,573 maximum.  
Intermediate grade, \$16,127 minimum to \$20,969 maximum.  
Full grade, \$13,789 minimum to \$17,929 maximum.  
Associate grade, \$11,568 minimum to \$15,042 maximum.

*Nurse Schedule*

Assistant Director grade, \$18,903 minimum to \$24,573 maximum.  
Chief grade, \$16,127 minimum to \$20,969 maximum.  
Senior grade, \$13,789 minimum to \$17,929 maximum.  
Intermediate grade, \$11,568 minimum to \$15,042 maximum.  
Full grade, \$9,694 minimum to \$12,601 maximum.  
Associate grade, \$8,358 minimum to \$10,869 maximum.  
Junior grade, \$7,155 minimum to \$9,306 maximum.

**III. Title 39, United States Code**

**CHAPTER 35**

**§ 3542. Postal Field Service Schedule**

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## POSTAL FIELD SERVICE SCHEDULE

Annual rates and steps												
Level	1	2	3	4	5	6	7	8	9	10	11	12
PFS 1	\$4,522	\$4,673	\$4,824	\$4,975	\$5,126	\$5,277	\$5,429	\$5,579	\$5,730	\$5,881	\$6,032	\$6,183
PFS 2	4,589	4,652	4,715	4,778	4,841	4,904	4,967	5,030	5,093	5,156	5,219	5,282
PFS 3	4,656	4,719	4,782	4,845	4,908	4,971	5,034	5,097	5,160	5,223	5,286	5,349
PFS 4	4,723	4,786	4,849	4,912	4,975	5,038	5,101	5,164	5,227	5,290	5,353	5,416
PFS 5	4,790	4,853	4,916	4,979	5,042	5,105	5,168	5,231	5,294	5,357	5,420	5,483
PFS 6	4,857	4,920	4,983	5,046	5,109	5,172	5,235	5,298	5,361	5,424	5,487	5,550
PFS 7	4,924	4,987	5,050	5,113	5,176	5,239	5,302	5,365	5,428	5,491	5,554	5,617
PFS 8	4,991	5,054	5,117	5,180	5,243	5,306	5,369	5,432	5,495	5,558	5,621	5,684
PFS 9	5,058	5,121	5,184	5,247	5,310	5,373	5,436	5,499	5,562	5,625	5,688	5,751
PFS 10	5,125	5,188	5,251	5,314	5,377	5,440	5,503	5,566	5,629	5,692	5,755	5,818
PFS 11	5,192	5,255	5,318	5,381	5,444	5,507	5,570	5,633	5,696	5,759	5,822	5,885
PFS 12	5,259	5,322	5,385	5,448	5,511	5,574	5,637	5,700	5,763	5,826	5,889	5,952
PFS 13	5,326	5,389	5,452	5,515	5,578	5,641	5,704	5,767	5,830	5,893	5,956	6,019
PFS 14	5,393	5,456	5,519	5,582	5,645	5,708	5,771	5,834	5,897	5,960	6,023	6,086
PFS 15	5,460	5,523	5,586	5,649	5,712	5,775	5,838	5,901	5,964	6,027	6,090	6,153
PFS 16	5,527	5,590	5,653	5,716	5,779	5,842	5,905	5,968	6,031	6,094	6,157	6,220
PFS 17	5,594	5,657	5,720	5,783	5,846	5,909	5,972	6,035	6,098	6,161	6,224	6,287
PFS 18	5,661	5,724	5,787	5,850	5,913	5,976	6,039	6,102	6,165	6,228	6,291	6,354
PFS 19	5,728	5,791	5,854	5,917	5,980	6,043	6,106	6,169	6,232	6,295	6,358	6,421
PFS 20	5,795	5,858	5,921	5,984	6,047	6,110	6,173	6,236	6,299	6,362	6,425	6,488
PFS 21	5,862	5,925	5,988	6,051	6,114	6,177	6,240	6,303	6,366	6,429	6,492	6,555

## POSTAL FIELD SERVICE SCHEDULE

PFS	1	2	3	4	5	6	7	8	9	10	11	12
1	\$4,705	\$4,800	\$4,895	\$4,990	\$5,085	\$5,180	\$5,275	\$5,370	\$5,465	\$5,560	\$5,655	\$5,750
2	4,764	4,859	4,954	5,049	5,144	5,239	5,334	5,429	5,524	5,619	5,714	5,809
3	4,823	4,918	5,013	5,108	5,203	5,298	5,393	5,488	5,583	5,678	5,773	5,868
4	4,882	4,977	5,072	5,167	5,262	5,357	5,452	5,547	5,642	5,737	5,832	5,927
5	4,941	5,036	5,131	5,226	5,321	5,416	5,511	5,606	5,701	5,796	5,891	5,986
6	5,000	5,095	5,190	5,285	5,380	5,475	5,570	5,665	5,760	5,855	5,950	6,045
7	5,059	5,154	5,249	5,344	5,439	5,534	5,629	5,724	5,819	5,914	6,009	6,104
8	5,118	5,213	5,308	5,403	5,498	5,593	5,688	5,783	5,878	5,973	6,068	6,163
9	5,177	5,272	5,367	5,462	5,557	5,652	5,747	5,842	5,937	6,032	6,127	6,222
10	5,236	5,331	5,426	5,521	5,616	5,711	5,806	5,901	5,996	6,091	6,186	6,281
11	5,295	5,390	5,485	5,580	5,675	5,770	5,865	5,960	6,055	6,150	6,245	6,340
12	5,354	5,449	5,544	5,639	5,734	5,829	5,924	6,019	6,114	6,209	6,304	6,399
13	5,413	5,508	5,603	5,698	5,793	5,888	5,983	6,078	6,173	6,268	6,363	6,458
14	5,472	5,567	5,662	5,757	5,852	5,947	6,042	6,137	6,232	6,327	6,422	6,517
15	5,531	5,626	5,721	5,816	5,911	6,006	6,101	6,196	6,291	6,386	6,481	6,576
16	5,590	5,685	5,780	5,875	5,970	6,065	6,160	6,255	6,350	6,445	6,540	6,635
17	5,649	5,744	5,839	5,934	6,029	6,124	6,219	6,314	6,409	6,504	6,599	6,694
18	5,708	5,803	5,898	5,993	6,088	6,183	6,278	6,373	6,468	6,563	6,658	6,753
19	5,767	5,862	5,957	6,052	6,147	6,242	6,337	6,432	6,527	6,622	6,717	6,812
20	5,826	5,921	6,016	6,111	6,206	6,301	6,396	6,491	6,586	6,681	6,776	6,871
21	5,885	5,980	6,075	6,170	6,265	6,360	6,455	6,550	6,645	6,740	6,835	6,930

## § 3543. Rural Carrier Schedule

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## RURAL CARRIER SCHEDULE

Annual rates and steps												
	1	2	3	4	5	6	7	8	9	10	11	12
Fixed compensation	\$2,746	\$2,932	\$3,078	\$3,224	\$3,370	\$3,516	\$3,662	\$3,808	\$3,954	\$4,100	\$4,246	\$4,392
For each mile up to 30 miles of route	103	105	107	109	111	113	115	117	119	121	123	125
For each mile of route over 30	25	25	25	25	25	25	25	25	25	25	25	25



## RURAL CARRIER SCHEDULE

	Per annum rates and steps											
	1	2	3	4	5	6	7	8	9	10	11	12
Fixed compensation.....	\$2,914	\$3,008	\$3,222	\$3,376	\$3,530	\$3,684	\$3,838	\$3,992	\$4,146	\$4,300	\$4,454	\$4,608
For each mile up to 30 miles of route.....	107	109	111	113	115	117	119	121	123	125	127	129
For each mile of route over 30.....	25	25	25	25	25	25	25	25	25	25	25	25

## IV. Foreign Service Act of 1946

(22 USC 867, 870(a))

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Section 412

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Class 1.....	\$31,705	\$32,762	\$33,495				
Class 2.....	24,867	25,696	26,525	\$27,354	\$28,183	\$29,012	\$29,841
Class 3.....	19,704	20,361	21,018	21,675	22,332	22,989	23,646
Class 4.....	15,812	16,339	16,866	17,393	17,920	18,447	18,974
Class 5.....	12,848	13,270	13,704	14,132	14,560	14,988	15,416
Class 6.....	10,608	10,962	11,316	11,670	12,024	12,378	12,732
Class 7.....	8,916	9,213	9,510	9,807	10,104	10,401	10,698
Class 8.....	7,639	7,894	8,149	8,404	8,659	8,914	9,169

Class 1.....	\$31,705	\$32,762	\$33,495				
Class 2.....	24,867	25,696	26,525	\$27,354	\$28,183	\$29,012	\$29,841
Class 3.....	19,903	20,560	21,229	21,898	22,555	23,213	23,881
Class 4.....	16,127	16,665	17,203	17,741	18,279	18,817	19,355
Class 5.....	13,233	13,674	14,115	14,556	14,997	15,438	15,879
Class 6.....	10,928	11,292	11,656	12,020	12,384	12,748	13,112
Class 7.....	9,272	9,581	9,890	10,199	10,508	10,817	11,126
Class 8.....	7,945	8,210	8,475	8,740	9,005	9,270	9,535

## SEC. 415.

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Class 1.....	\$19,704	\$20,361	\$21,018	\$21,675	\$22,332	\$22,989	\$23,646	\$24,303	\$24,960	\$25,617
Class 2.....	15,812	16,339	16,866	17,393	17,920	18,447	18,974	19,501	20,028	20,555
Class 3.....	12,848	13,276	13,704	14,132	14,560	14,988	15,416	15,844	16,272	16,700
Class 4.....	10,608	10,962	11,316	11,670	12,024	12,378	12,732	13,086	13,440	13,794
Class 5.....	9,517	9,834	10,151	10,468	10,785	11,102	11,419	11,736	12,053	12,370
Class 6.....	8,536	8,820	9,104	9,388	9,672	9,956	10,240	10,524	10,808	11,092
Class 7.....	7,655	7,910	8,165	8,420	8,675	8,930	9,185	9,440	9,695	9,950
Class 8.....	6,865	7,094	7,323	7,552	7,781	8,010	8,239	8,468	8,697	8,926
Class 9.....	6,158	6,363	6,568	6,773	6,978	7,183	7,388	7,593	7,798	8,003
Class 10.....	5,522	5,706	5,890	6,074	6,258	6,442	6,626	6,810	6,994	7,178

Class 1.....	\$10,903	\$20,560	\$21,229	\$21,892	\$22,555	\$23,218	\$23,881	\$24,544	\$25,207	\$25,870
Class 2.....	16,127	16,665	17,203	17,741	18,279	18,817	19,355	19,893	20,431	20,969
Class 3.....	13,233	13,674	14,115	14,556	14,997	15,438	15,879	16,320	16,761	17,202
Class 4.....	10,928	11,292	11,656	12,020	12,384	12,748	13,112	13,476	13,840	14,204
Class 5.....	9,801	10,128	10,455	10,782	11,109	11,436	11,763	12,090	12,417	12,744
Class 6.....	8,876	9,172	9,468	9,764	10,060	10,356	10,652	10,948	11,244	11,540
Class 7.....	7,962	8,227	8,492	8,757	9,022	9,287	9,552	9,817	10,082	10,347
Class 8.....	7,140	7,378	7,616	7,854	8,092	8,330	8,568	8,806	9,044	9,282
Class 9.....	6,405	6,618	6,831	7,044	7,257	7,470	7,683	7,896	8,109	8,322
Class 10.....	5,744	5,935	6,126	6,317	6,508	6,699	6,890	7,081	7,272	7,463